

Old Age, Disability, Death

First law: 1967 (old-age and survivor benefits only).
 Current law: 1970 (old-age and survivors) and 1980 (disability).
 Type of program: Social insurance system.
Exchange rate: U.S. \$1.00 equals 1 Bermudian dollar (B\$).

Coverage

Employed and self-employed persons over age 16, except casual labor and low earners. Exclusions: Those not ordinarily resident unless gainfully occupied for more than 13 consecutive weeks. Voluntary insurance for formerly covered.

Source of Funds

Insured person: B\$20 a week; over age 65, none.
 Self-employed, B\$40 a week; over age 65, B\$20 a week.
Employer: B\$20 a week.
Government: None.

Qualifying Conditions

Old-age pension: Age 65 and 250 weeks of contribution with 50 weeks of contribution for each year of insurance (reduced pension if 25-49 weeks).
 Retirement not necessary. Payable abroad. Noncontributory pension: Age 65 and 10 years of continuous residency immediately preceding application, not qualifying for regular old-age pension.
Disability pension: Employed immediately before incapacity, unable to work during a full year, and 150 weeks of contribution with 50 weeks of contribution for each year of insurance (reduced pension if 25-49 weeks).
 Noncontributory pension: Age 18, 10 years of residency, and permanent incapacity for employment.
Survivor pension: Deceased was pensioner or met pension requirements, married 3 years. Widow credited for contribution purposes every week she receives a survivor pension, may substitute husband's contribution record for her own.

Old-Age Benefits

Old-age pension: B\$141.26 a week, plus 82 cents for every 26 weeks of contribution over 484.
 Reduced pension: B\$306.90, B\$368.28, B\$429.66, B\$491.04, or B\$552.42 a month if yearly average number of weeks of contribution is 25-29, 30-34, 35-39, 40-44, and 45-49, respectively.
 Noncontributory pension: B\$281.65 a month.
 Minimum pension (means-tested): B\$289.82 a month if income is under B\$4,000 a year.
 Lump-sum old-age grant: If ineligible for pension, refund of employer-employee contributions.

Permanent Disability Benefits

Disability pension: B\$409.10 a month. Reduced pension: Benefit reduced in proportion to number of average annual weeks of contribution if less than 50 but 25 or more. Noncontributory pension: B\$281.65 a month.
 Lump-sum disability grant: If ineligible for pension, refund of employer-employee contributions.

Survivor Benefits

Survivor pension: B\$613.80 a month.
 Reduced pension: Same as old-age pension.
 Payable for 26 weeks, until dependent children reach the age of 16, for life if over age 50 or invalid, or until remarriage.
 Orphans: B\$61.26 a month.
 Lump-sum survivor grant: If deceased did not meet qualifying conditions, refund of employer-employee contributions.

Administrative Organization

Minister of Finance, general supervision.
 Department of Social Insurance, administration of program.

Sickness and Maternity

First and current law: 1970 (hospitalization only).
 Type of program: Compulsory insurance with public or private carrier, or approved employer-operated plan.

Coverage

All residents. Employers liable to carry insurance for employees and their nonemployed wives and children.

Source of Funds

Insured person: B\$37 a month per employee and nonemployed wife. Other persons, B\$74 a month.
Employer: B\$37 a month per employee and nonemployed wife.
Government: Cost of care of resident aged (80%) and indigents and children (100%). Also government grant.

Qualifying Conditions

Medical benefits: No minimum qualifying period except 9 months' waiting period in case of maternity.

Workers' Medical Benefits

Medical benefits: The Hospital Insurance Commission or private insurance company or employer plan reimburses hospital for services provided.
 Inpatient and outpatient services, including room and board, nursing, laboratory services, drugs, appliances, resident doctor services, surgery, ambulance services, maternity, and physical therapy.
 Duration: No limit.

Dependents' Medical Benefits

Medical benefits for dependents: Same as for insured.

Administrative Organization

Minister of Finance through the Department of Social Insurance, general supervision.
 Hospital Insurance Commission, administration of program.

Work Injury

First and current law: 1965.
 Type of program: Individual employer-liability system.
 (The government may require employers to carry insurance.)

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Coverage

Employed persons and apprentices.

Exclusions: High earners (white collar only), casual labor, and family labor.

Special system for public employees.

Source of Funds

Insured person: None.

Employer: Whole cost, through direct provision of benefits or insurance premiums.

Government: None.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period, but incapacity must last more than 3 days.

Temporary Disability Benefits

Temporary disability benefit: 50% of lost earnings (maximum B\$170 a week) or lump sum. Total benefit paid out may not exceed the permanent disability grant (next column) for which the insured would be eligible.

Permanent Disability Benefits

Permanent disability benefit: If totally disabled, 4 years' earnings. Maximum, B\$53,000; minimum, B\$5,500.

Constant-attendance supplement: 25% of permanent disability grant.

Partial disability: Percentage of full grant in proportion to the loss of earning capacity.

Workers' Medical Benefits

Medical benefits: Cost of necessary medical care, including hospitalization (maximum, prevailing public ward charge up to 56 days), emergency outpatient treatment, surgery (according to fee schedule), medical expenses up to B\$1,000 (including nursing, ambulance, and medicines), prosthetic devices up to B\$2,000, and transportation up to B\$250.

Survivor Benefits

Survivor benefit: Lump sum equal to 3 years earnings or B\$42,000 (whichever is less), minus any permanent disability payments.

Payable to dependents wholly dependent on worker's earnings.

Partial grant paid to those partially dependent on worker's earnings.

Funeral grant and medical expenses: Up to B\$2,000 if no dependents.

Administrative Organization

Ministry of Home Affairs, general supervision.

Agreement between employer and insured on the amount payable supervised by courts. Supreme Court administers lump sums.

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